

Dear colleagues,

I am looking forward to celebrating the end of formal classes for the semester with you on Friday after the University Faculty meeting, at our School of Communication social in the Snow Family Grand Atrium, that we had planned several weeks ago. This event is a small way to thank you again for all of your support and help introducing me to the Elon community as well as to celebrate our progress as School this semester

During these first six months, I have learned a lot about the importance of relationships, shared governance and unity through our one-on-one, small-group and school-wide discussions. And I want to ensure that we will continue this openness and collaboration as the University community responds to the unionization efforts on campus.

As I have said before, know that you can contact me at any time with questions, concerns or ideas related to anything, including this unionization effort. My cell number is 301-832-7331, if you want to talk with me. I return to campus this afternoon.

On Tuesday, you received two emails related to the Faculty Union from Provost Steven House and from Jeff Stein with a video of President Book. Please read these emails and watch the video as they have a lot of detailed information that will help you understand some of the facts about Elon. As President Book and Provost House said in their messages, let's remember that Elon University is a relationship-based community and that our strength comes from the power of relationships and community. I have trust and confidence in our shared governance model and trust in the ability of the Elon community to work together to address issues and support its faculty, students and staff. I also have trust and great respect for President Book, a member of our faculty, to continue to lead our campus community to address issues that may have led to this desire to unionize. Therefore, I too urge our faculty community to discuss and solve issues facing Elon together, as we have in the past.

Therefore, I highly urge all faculty to attend the University Faculty meeting on Friday, December 7. Know that this unionization effort is directly related to all non-tenure track and non-tenured faculty, including our continuing track faculty of all rank, all lecturers, all visiting faculty members, all contract limited term, and all part-time faculty members. Therefore, we must learn the facts and seek to gain a full understanding of the all sides of the unionization effort. I hope all eligible voters will participate in the election. President Book has made it clear of the desire for those eligible to vote, to cast a "NO" vote to the unionization question. Not voting in effect is a vote of yes. Even if you vote "no" to the union and it passes, you will be bound by that vote, and the union will represent you in establishing the terms of your employment.

Again, learn the facts, ask questions, and know that your opinions will be respected and will have NO impact on your evaluation for tenure, contract renewal or promotions in rank. I hope that all of our colleagues will operate with the values of our University and School in mind

Sincerely,

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